

his outstanding courage and dedication to crime fighting. His efforts have truly made the town of Orange a better and safer place to live. I know his wife, Jacqueline, and his three children take great pride in Chief Rowley's exemplary record.

Mr. Speaker, I am proud to salute the leadership and selfless service displayed by Chief Rowley during his 36 years with the Orange Police Department. I join his friends and colleagues, who are honoring him on this evening of July 20 at the Racebrook Country Club, in wishing him a long and happy retirement.

#### PERSONAL EXPLANATION

### HON. J. DENNIS HASTERT

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 20, 1995

Mr. HASTERT. Mr. Speaker, on the afternoon of July 12, 1995, I was unavoidably detained. Had I been present, I would have voted:

"Yea" on rollcall vote No. 494, final passage of H.R. 1905, a bill making appropriations for energy and water development for fiscal year ending September 30, 1996.

Please place my statement in the appropriate section of the permanent RECORD.

#### HONORING THE SOUTH FLORIDA FOOD RECOVERY FOR CHRISTMAS IN JULY

### HON. CARRIE P. MEEK

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 20, 1995

Mrs. MEEK of Florida. Mr. Speaker, on July 4, 1995, South Florida Food Recovery celebrated our Nation's independence in unique fashion. A nonprofit organization which regularly provides food to our area's needy, South Florida Food Recovery provided joy to over 1,200 underprivileged children by sponsoring their first annual Christmas in July celebration.

Having begun the collection on Christmas Day 1994, over 4,000 toys were distributed to children on the day of the vent. Two fully-decorated Christmas trees served as the backdrop while volunteers dressed as Santa Claus handed out cookies, candy-canes, and other treats. The morning was truly heartwarming for all who participated.

South Florida Food Recovery has demonstrated that the Christmas spirit can be felt throughout the year. That they held Christmas in July in conjunction with Independence Day makes their efforts even more special. What a wonderful way for Americans to join for a July 4th celebration.

#### LET'S DEBATE THE TEAM ACT ON ITS MERITS

### HON. STEVE GUNDERSON

OF WISCONSIN

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 20, 1995

Mr. GUNDERSON. Mr. Speaker, as U.S. manufacturers have reorganized to compete in

the global marketplace, they have turned more and more to employee involvement to motivate their work force and improve productivity. Employee involvement consists of a structure in which employees and managers seek joint solutions to workplace problems through co-operation. Employees and employers alike agree that involving employees in workplace decisionmaking has several positive effects, including giving employers a greater voice in workplace decisions and increasing productivity.

I have advocated employee involvement in all types of workplaces for over 4 years. However, this management approach is only legal in unionized workplaces under current law. Section 8(a)(2) of the National Labor Relations Act makes employee involvement in nonunion settings illegal. It is an ultimate irony that in nonunionized companies, the employer can dictate the safety clothing employees wear and even the type of food in the cafeteria, but employers and employees cannot address these issues and arrive at a consensus. This restriction may have made sense in 1935, but in 1995, when 88 percent of the work force is not unionized, it should no longer apply. As the recent study by Princeton Survey Research Associates shows, workers of all stripes prefer cooperation 3 to 1 over unions.

In January, I introduced the Teamwork for Employees and Managers [TEAM] Act along with BILL GOODLING, Chairman of the Economic and Educational Opportunities Committee, and HARRIS FAWELL, Chairman of the Subcommittee on Employer-Employee Relations. The bill makes a technical change to section 8(a)(2) to allow employee involvement in nonunion settings. The TEAM Act does not seek to eviscerate the representational role of unions, but to give nonunion employees the same ability to communicate with management as unionized employees. The business community has supported this bill through the TEAM Coalition, a group of many different employers and associations.

About a week ago, the International Association of Machinists and Aerospace Workers [IAMAW] sent a letter to several companies that are TEAM Coalition members and whose employees the union represents. The letter uses thinly veiled language to threaten ongoing employee involvement programs between the company and the union unless the company leaves the TEAM Coalition. I find such implicit threats appalling, contrary to the spirit of employer-employee cooperation, and detrimental to workplace harmony.

Instead of promoting employee involvement for all workers, one organization has threatened to end it for those workers who can legitimately cooperate with employers in the workplace. This raises opposition to a new level of absurdity. It makes no sense for the IAMAW to threaten the very programs that the union has helped and has itself sanctioned, in the only legal type of employee involvement available today. This action is truly antiworker because it only affects union members. These are the very programs that are empowering workers and providing them more control over their job, and over the direction of the company. I wonder what the reaction of line workers would be to this tactic.

Throughout the debate on the TEAM Act, I have tried very hard to promote the TEAM Act as a proworker initiative that expands legal employee involvement without being antiunion.

I have asked my colleagues to temper suggested legislative language. I have tried to be responsive while promoting legitimate employee involvement in nonunion settings.

The Economic and Educational Opportunities Committee has responded as well. When many in organized labor believed that the TEAM Act would allow employers to bypass existing unions, Representative TOM PETRI offered, and the committee accepted, an amendment to make clear that employers cannot circumvent existing unions when starting employee involvement programs. The companies must receive agreement from the union. The committee has also entertained other possibilities for improvement suggested by our Democratic colleagues. But organized labor continues to argue the TEAM Act is explicitly antilabor.

I would hope that companies and organizations that have joined the TEAM Coalition would resist pressure tactics such as the one raised by the IAMAW. Congressional action should be premised on honest debate over legislation. All interested parties should undertake vigorous and open debate on the merits of this legislation and let the chips fall where they may. But if pressure is applied to squelch one view, then the debate becomes a game of underhanded tricks. Employer-employee cooperation is very effective in union settings. Because a competitive work force is vital to U.S. economic success, we should at least investigate the merits of applying meaningful cooperation to the nonunion work force as well.

#### THE MERCER COUNTY FLOOD RELIEF EFFORT

### HON. NICK J. RAHALL II

OF WEST VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, July 20, 1995

Mr. RAHALL. Mr. Speaker, I rise today to bring to your attention the outstanding coalition of organizations which has been the backbone of the relief effort to alleviate the effects of the severe flooding in West Virginia's Mercer, Mineral and Nicholas Counties. Mercer County, which is in my district, was the hardest hit by the floods. Instrumental in aiding the people of Mercer County carry out the arduous task of rebuilding and cleaning up has been, the Red Cross, the West Virginia National Guard, and a number of local volunteer fire departments and rescue squads.

Mr. Speaker, resident's homes, businesses, schools, and roads have been devastated by the high waters. Fortunately, no lives were lost. Sifting through the mud and debris, many have struggled to find the scattered remains of personal belongings and are in a sense of helplessness when assessing the structural damage to their homes. The businesses which the residents depend on so dearly for jobs and services have suffered heavy damages. There has been damage to city halls, police departments, hospitals, and other institutions vital to the surrounding communities. Schools have also fallen victim to the indiscriminate wrath of the flood waters. Thirteen bridges have given way to the mighty waters, and chunks of pavement have been severed from the roads. The total amount of damage is estimated to run in excess of \$7 million. Now, the citizens of Mercer County face the challenge of rebuilding their lives.

The Red Cross in Mercer County, under the direction of Warren Zorek, has been at the forefront of the relief effort. The special teams and volunteers sent into the area have proven invaluable to the residents of Mercer County's hardest hit localities, providing food, clothing, and shelter to displaced and distressed families and individuals. The men and women of the Red Cross are currently continuing their efforts to get the disabled communities back on their feet and moving again.

Upon visiting the afflicted areas, Maj. Gen. Joseph Skaff, Adjutant General of the West Virginia National Guard, announced that he would send personnel and equipment to help in the restoration of Mercer County. A total of 16 members, 4 dump trucks, and 4 all-terrain vehicles were dispatched to the area to aid in the removal of debris. The Guard's assignments were coordinated with the local civilian authorities. They have tremendously eased the burden on the residents, who have expressed their sincere gratitude for the services that are being provided.

There were also a number of volunteer fire departments and rescue squads who evacuated residents, and were on hand to pump the muddy waters out of homes. Among them were the East River, Bluewell, Green Valley, Glenwood, Oakvale, Bluefield, and Princeton fire departments and rescue squads. Their combined numbers totaled more than 150 men and women. It is of utmost importance that the members of a community and its surrounding areas come together, as the people of Mercer County have, in order to overcome such catastrophes. A strong community effort can have excellent results despite the dire conditions which may exist.

Local, State, and Federal officials surveyed the ravaged communities of Mercer county. Having heard the stories of the fear and heartache which the flood victims suffered, and having seen the damage first hand, the State Office of Emergency Services made the request to Governor Gaston Caperton that he seek a disaster declaration for the area. On July 5, the Governor signed the request for Mercer County to be declared a disaster area, and then forwarded it to President Clinton. On the same day I sent a letter to the President urging my strongest possible support for the disaster relief request, and expressed agreement with the Governor in that the disaster is larger than can be effectively handled by the State. I am pleased to say that the Federal Emergency Management Agency approved Mercer County for Federal relief assistance on July 12.

The communities are now one step further on the road to recovery, and I would like to personally thank the men and women of these organizations for the hard work that they have put into this effort. Their contributions and good will shall be well remembered by those whose suffering and anguish have been lessened by such caring and humanitarian people.

## TWENTY-FIRST ANNIVERSARY OF THE TURKISH OCCUPATION OF CYPRUS

**HON. JOSEPH P. KENNEDY II**

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

*Thursday, July 20, 1995*

Mr. KENNEDY of Massachusetts. Mr. Speaker, I had hoped that this would not be necessary. Yet here we are again, observing yet another anniversary of this awful tragedy—the occupation of Cyprus by Turkish forces.

The whole world recognizes the injustice of the situation:

The United Nations has adopted a Security Council Resolution calling for a settlement that respects the sovereignty of Cyprus.

The European Union has taken steps to include Cyprus as a member state. Greece is cooperating in the process by lifting its veto against Turkey's customs union with the EU. Yet Turkey remains intransigent. More must be done.

I am pleased that President Clinton has demonstrated his commitment to a resolution of the problem by this appointment of a Special Presidential Emissary for Cyprus.

Recently, President Clerides of Cyprus proposed a plan that calls for the demilitarization of the island. With more than one third of Cyprus under foreign occupation by 30,000 troops, demilitarization offers an opportunity to build an atmosphere of trust that could bring the sides closer to a framework for a resolution.

Mr. Speaker, I support President Clerides' efforts to introduce a new approach that recognizes the need for bold diplomatic initiatives to solve this intractable problem. The world has seen many promising signs for the cause of peace. The fragile processes in the Middle East and Northern Ireland are two examples where progress has occurred despite great difficulties and decades old animosities. We have an opportunity now to commit ourselves to an initiative that offers the possibility of demilitarizing this land which has suffered so much.

But these hopeful signs do not quiet the suffering of the island's people. International diplomatic efforts are meaningless if they do not lead to a resolution. For twenty-one years, the people of Cyprus have lived under foreign occupation. Twenty-one years! The families who grieve for fathers and mothers and sons and daughters killed or missing since the occupation have waited too long for a just settlement.

Mr. Speaker, it is my sincere hope that this is the last time we find ourselves on the floor of this House marking yet another anniversary of this occupation.

## CYPRUS

**HON. WILLIAM J. MARTINI**

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

*Thursday, July 20, 1995*

Mr. MARTINI. Mr. Speaker, I rise today on the 21st anniversary of Turkey's illegal occupation of the independent Island of Cyprus. This is a dilemma that must be addressed.

Today, there is no more hope for a settlement to the crisis than there was 20 years

ago. It is a shame that a country that was founded with such promise and vision has deteriorated into a land torn by faction.

The tiny Island of Cyprus gained its independence from Great Britain in 1960. The Cypriots are divided along ethnic lines with 76 percent of the citizens of Greek origin and 19 percent of Turkish origin. To take into account this ethnic division, the first provision of the Cyprus constitution required a Greek Cypriot President and a Turkish Cypriot Vice President. Upon independence, the United States praised the new country for its "effort to create a new state based on the cooperation of different ethnic communities."

However, peace on the Island of Cyprus lasted only until 1963 when President Makarios proposed constitutional revisions that strengthened the Greek majority. The strenuous relationship deteriorated until 1974 when Greek hardliners supported a coup of President Makarios. In response to these threatening acts, the Turkish Government sent troops into Cyprus and seized control of a significant portion of the island.

Today, the two ethnic groups live in separate areas of the island with the United Nations maintaining a buffer zone. Settlement efforts have stalled on differences of how to solve the matter. In fact, a recent calmness on the island has disturbed some officials in the United Nations. The Secretary General of the U.N. has stressed that it is not a reason for optimism, but rather a cause for serious concern. It signifies not a peace initiative, but a strengthening of forces. In response to these actions, on June 27, 1995, the House approved an amendment by my colleague, Congressman JOHN PORTER of Illinois, to the foreign operations appropriations bill—H.R. 1868—that would reduce the aid to Turkey by 50 percent until they withdraw their troops from Cyprus. I supported this measure.

Mr. Chairman, tumult such as this must come to an end. It is time that peace comes to the Island of Cyprus.

## "TWENTY ONE YEARS OF DIVISION ON CYPRUS"

**HON. WILLIAM J. COYNE**

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

*Thursday, July 20, 1995*

Mr. COYNE. Mr. Speaker, I want to express my strong support for a peaceful end to the presence of Turkish military forces in Cyprus.

Today, July 20, 1995, marks the 21st anniversary of Turkey's invasion and occupation of the Island of Cyprus. The time is clearly long overdue when the occupation and division of Cyprus should be ended. The time has come to provide answers to questions over persons who have been missing for over two decades since the invasion of Cyprus. The time has come to bring peace and unity to the people of Cyprus.

The United States of America has clearly stated its commitment to a Cyprus settlement that respects the single sovereignty and territorial integrity of this island. I want to commend President Clinton for the leadership his administration has offered in support of international efforts to resolve the issue of a divided Cyprus. This administration has expressed clearly and consistently its support for an end to the illegal division of Cyprus.